

FREQUENTLY ASKED QUESTION # 7: DO I HAVE TO ACCEPT A LIGHT DUTY POSITION?



WHEN MUST I ACCEPT LIGHT DUTY OR ALTERNATE POSITIONS?

REFERENCE: 20 CFR 10.515

- If you can resume regular Federal employment after suffering a traumatic injury or occupational disease, you must do so.
- If you cannot return to the job held at the time of injury due to partial disability from the effects of the work-related injury, but have recovered enough to perform some type of work, you must seek work.
- If your agency has advised you in writing that specific alternative positions exist within the agency, you shall provide the description and physical requirements of such alternate positions to your attending physician and ask whether and when you will be able to perform such duties.
- If your agency has advised you that it is willing to accommodate your work limitations, you shall advise your attending physician and ask him or her to specify the limitations imposed by the injury. **You are responsible for advising your supervisor immediately of these limitations.**

WHAT IS THE PENALTY IF I REFUSE A LIGHT DUTY OR ALTERNATE POSITION?

REFERENCE: 5 U.S.C. 8106

- You are not entitled to compensation if you refuse to seek suitable work or refuse an offer of suitable work.
- If you refuse or neglect to work after a suitable work has been offered, you must show that this refusal or failure to work was reasonable or justified.
- OWCP will provide you with an opportunity to provide evidence that your refusal to accept a suitable job offer, or failure to work, was reasonable or justified prior to terminating your compensation benefits.

WHAT IF I AM RELEASED TO WORK BUT MY SUPERVISOR CAN'T ACCOMMODATE MY RESTRICTIONS?

If your supervisor is unable to accommodate you, you have the following options:

- Request LWOP and process a Claim for Compensation, [CA-7](#). [See FAQ # 6.](#)
- Request annual or sick leave to cover your extended absence. [See FAQ # 8.](#)

**Questions? Contact the ARC WC Specialist at (304) 480-8229
or email questions to WorkersComp@bpd.treas.gov**